DOCUMENT RESUME

ED 441 201 CG 030 003

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TITLE NASPA Salary Survey, 1997-1998: Senior Student Affairs Officer Report.
INSTITUTION National Association of Student Personnel Administrators, Inc.; Iowa State Univ. of Science and Technology, Ames. Research Inst. for Studies in Education.
PUB DATE 1998-00-00
NOTE 17p.
AVAILABLE FROM National Association of Student Personnel Administrators, 1875 Connecticut Ave., NW, Suite 418, Washington, DC 20009-5728. Tel: 202-265-7500; Fax: 202-797-1157; Web site: http://www.naspa.org.
PUB TYPE Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE EDRS Price MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS Educational Experience; Geographic Regions; Higher Education; Organizations (Groups); *Salaries; Sex Differences; *Student Personnel Workers; Surveys
IDENTIFIERS *National Assn of Student Personnel Administrators

ABSTRACT

This report discusses the NASPA's Salary Survey for 1997-1998. A total of 1,131 surveys were sent out, and three follow-up reminders were sent by e-mail. The return rate was 37.9 %. This was a smaller return rate than for the past two surveys. The 1995-1996 survey had a response rate of 46.8%, and the 1993-1994 survey had a response rate of 55.2%. This report concentrates on the responses involving the Senior Student Affairs Officer (SSAO), the position at each of the institutions with responsibility for the total student affairs program. Results show that the average salary for those with a Ph.D./Ed.D. is $89,643. This figure is significantly higher than the average of $73,367 for those with an M.A./M.S. degree. None of the SSAOs claimed to have a Bachelor's degree as their highest degree earned. Several of those who selected the "Other" degree category wrote in the type of degree that they have. These include JD (Law), Ed.S., and Sacred Theology. Within the regions, the salaries are significantly higher for Ph.D./Ed.D than the M.A./M.S. degrees in regions III, IV East, IV West, and VI. However, no one region has a significantly larger Ph.D. salary than any other region, and no one region has a significantly larger M.A/M.S. salary than any other. Also, there are no significant differences among the region totals. (Contains 16 tables.) (Author/MKA)

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ED 441 201

NASPA
Student Affairs Administrators in Higher Education

NASPA Research Division

NASPA Salary Survey 1997-1998

Senior Student Affairs Officer Report

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We would like to thank the Research Institute for Studies in Education at Iowa State University for their support of this effort.

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NASPA Salary Survey Report
1997-1998

The NASPA Research Division surveys member institutions every two years regarding salary information for key student service positions. For the 1997-1998 survey, 1131 surveys were sent out, three follow-ups reminders were sent by e-mail and 429 or 37.9% were returned. This is a smaller return rate than for the past two surveys. The 1995-1996 survey had a response rate of 46.8% and the 1993-1994 survey's response rate was 55.2%.

This report will concentrate on the responses involving the Senior Student Affairs Officer (SSAO), the position at each of the institutions with responsibility for the total student affairs program. For information on other student service positions, see the comprehensive report.

Throughout this report, a significant finding will mean a significance of .05 or less.

Table 1 and Figure 1 break down the SSAO salaries by NASPA region and highest degree earned by the SSAO. Every region returned surveys with Region VI returning the fewest at 17 and Region III the most at 100. The average salary for those with a Ph.D./Ed.D. is $89,643, which is significantly higher than the average of $73,367 for those with a M.A./M.S. degree. None of the SSAO's claimed to have a Bachelor's degree as their highest degree earned. Several of those who selected the Other degree category wrote in the type of degree that they have. Those include JD (Law), Ed.S. and Sacred Theology.

Within the regions, the salaries are significantly higher for the Ph.D./Ed.D. than the M.A./M.S. degrees in regions III, IV East, IV West and VI. However no one region has a significantly larger Ph.D. salary than any other region and no one region has a significantly larger M.A./M.S. salary than any other. Also there are no significant differences among the region totals.

Please note that the total rows and columns in all of these tables represent the total for that category and include data that may have a missing value for the other variable(s). For example in Table 1, if you examine the column for the Other degree category, there are 10 responses accounted for among the NASPA regions however the total for the column is 12. There were two respondents who selected the Other category, but did not select a NASPA region.

Table 1
Mean SSAO Salary by Education Level and NASPA Region.

		Highest degree earned						Region Total	
		Ph.D./Ed.D.		M.A./M.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count
NASPA Region	Region I	88846	21	79079	8	86121	4	86062	33
	Region II	89484	42	77463	24			85184	68
	Region III	92059	79	79311	20	60640	1	89267	100
	Region IV East	90476	57	71442	19	102087	2	85387	79
	Region IV West	89062	38	72102	21	72367	3	82574	62
	Region V	82459	23	66707	6			79083	29
	Region VI	96166	15	65000	2			92499	17
Total		89643	299	73367	112	80207	12	84912	429

No respondents selected B.A. B.S. as highest degree earned.

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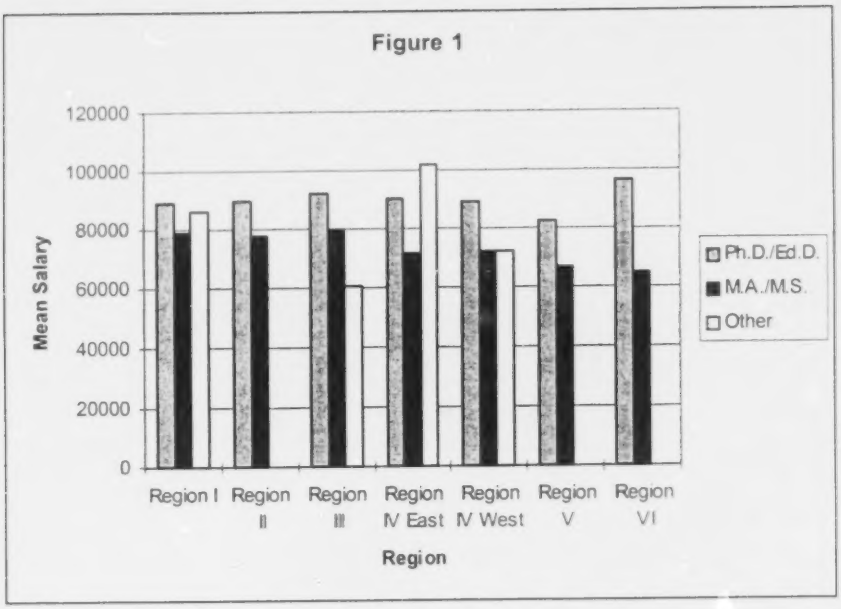


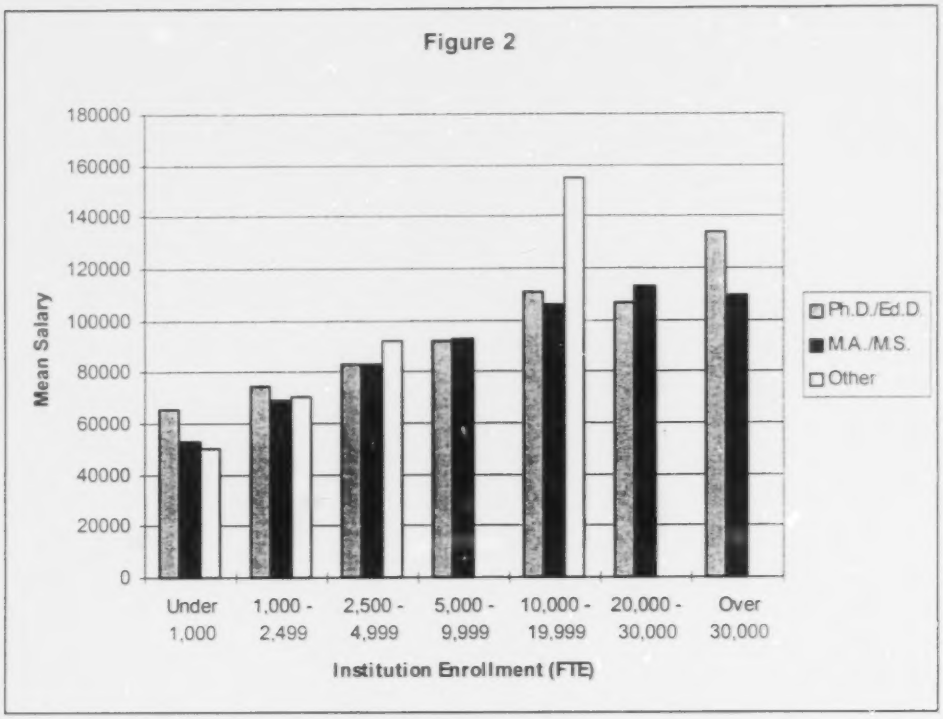
Table 2 and Figure 2 examine the SSAO's salary, highest degree earned, and the institution's total enrollment. Full Time Equivalent (FTE) counts are used for total enrollment as they are considered to be more reliable in making comparisons across institutions.

There is a significant difference between what Ph.D./Ed.D.'s and M.A./M.S.'s make for only the Under 1,000 category. It is interesting to note that the average SSAO salary for Masters' degrees is higher than those for Doctorates in the 5,000 - 9,999 and in the 20,000 - 30,000 categories.

Table 2
Mean SSAO Salary by Education Level and Institution Enrollment (FTE).

		Highest degree earned						Total	
		Ph.D./Ed.D.		M.A./M.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count
Total Enrollment - FTE Count	Under 1,000	65392	12	52994	16	50000	2	57754	30
	1,000 - 2,499	74411	54	68798	39	70213	3	71982	96
	2,500 - 4,999	82956	40	82906	13	91866	4	83570	57
	5,000 - 9,999	91878	52	93111	6			92005	58
	10,000 - 19,999	110859	55	106029	4	155000	1	111287	60
	20,000 - 30,000	106736	14	113275	3			107890	17
	Over 30,000	134195	8	109618	2			128734	10
Total		89643	299	73367	112	80207	12	84912	429

No respondents selected B.A./B.S. as highest degree earned.

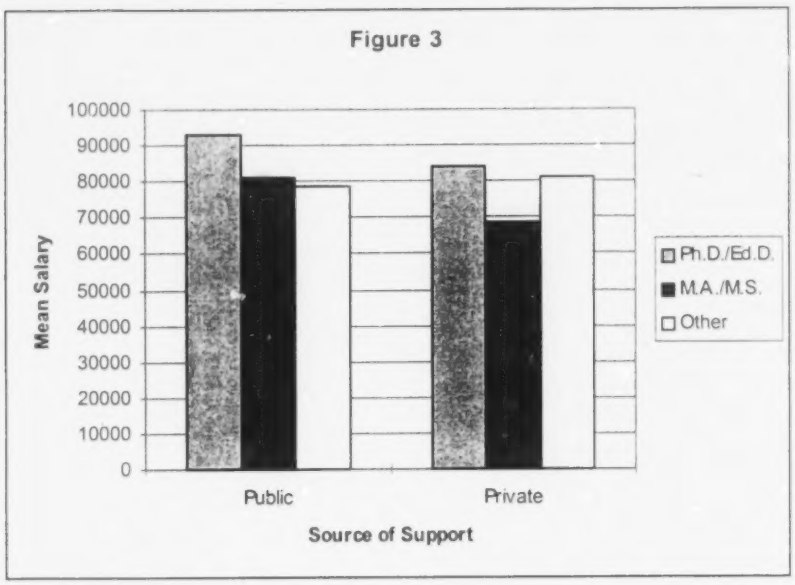


Average SSAO salary by education level and source of support are examined in Table 3 and Figure 3. There is a significant difference between the average SSAO salaries for public and private institutions for those who have a Ph.D./Ed.D. degree. There is also a significant difference between average salaries for public and private institutions for those with a M.A./M.S. degree. On average, Ph.D./Ed.D.'s earn $8,898 more at a public institution than at a private one and M.A./M.S.'s earn an average of $12,357 more at a public institution.

Table 3
Mean SSAO Salary by Education Level and Source of Support.

		Highest degree earned						Total	
		Ph.D./Ed.D.		M.A./M.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count
Source of Support	Public	92988	185	80974	43	78453	4	90478	232
	Private	84090	112	68617	67	81209	8	78212	190
Total		89643	299	73367	112	80207	12	84912	429

No respondents selected B.A./B.S. as highest degree earned.



A comparison of the mean SSAO salaries by degree earned and ethnic background appears in Table 4 and Figure 4. With the exception of the African American/M.A./M.S. category, the average salaries for minority ethnic groups are higher than their Caucasian counterparts. Due to the small number of minority respondents these differences are not significant. When the minority ethnic groups are taken as a single group and compared to the Caucasian group then the average salary is significantly higher.

Table 4
Mean SSAO Salary by Education Level and Ethnic Background.

		Highest degree earned						Total	
		Ph.D./Ed.D.		M.A./M.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count
Ethnic background	African American	97117	31	71380	6			92943	37
	Latino/Hispanic	96634	5	73500	1			92778	6
	Asian	99897	4	80000	1			95918	5
	Caucasian	88500	255	73316	102	80207	12	84046	369
Total		89643	299	73367	112	80207	12	84912	429

No respondents selected B.A./B.S. as highest degree earned.

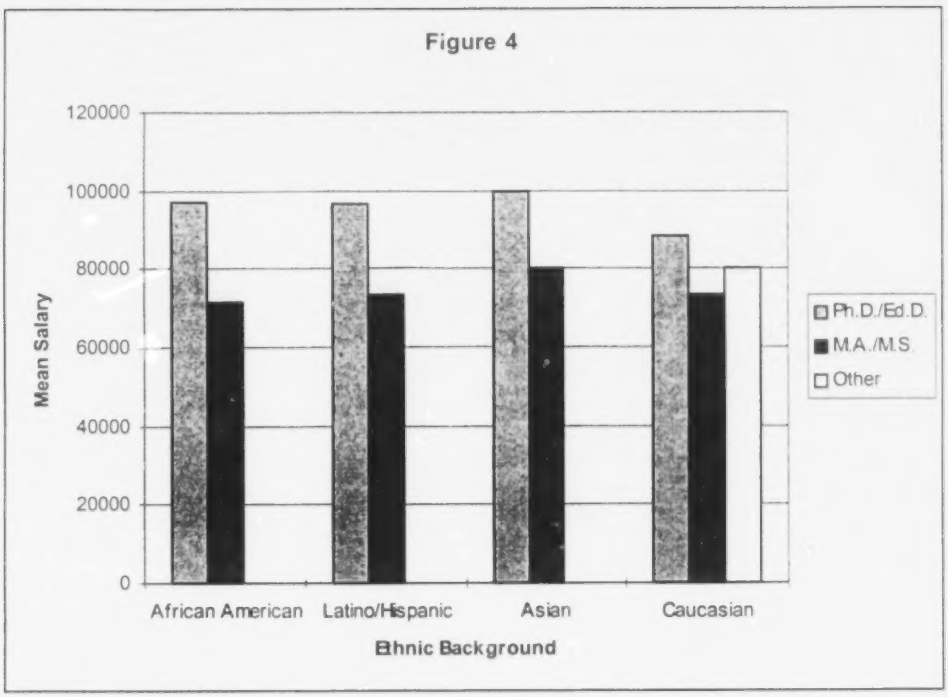
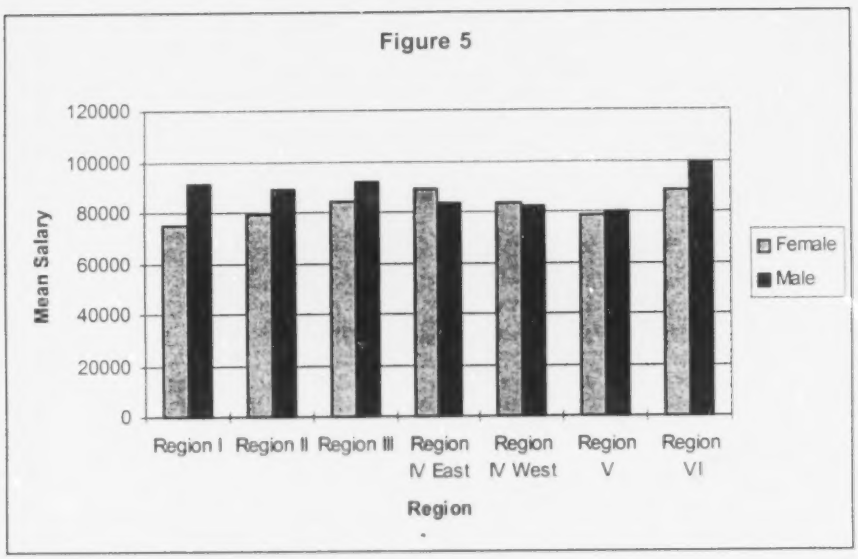


Table 5 and Figure 5 compare the SSAO salaries for the different genders divided by NASPA region. Overall, males make an average of $5,524 more than the females, and this is a significant difference. However there is not a significant difference between males and females within any of the regions. Males tend to make more than females within the regions with the exception of regions IV East and IV West, where the average female salary is higher. There also tends to be twice as many male than female SSAO officers within the regions except in Region VI, where there are 10 females and 3 males.

Table 5
Mean SSAO Salary by Gender and Region.

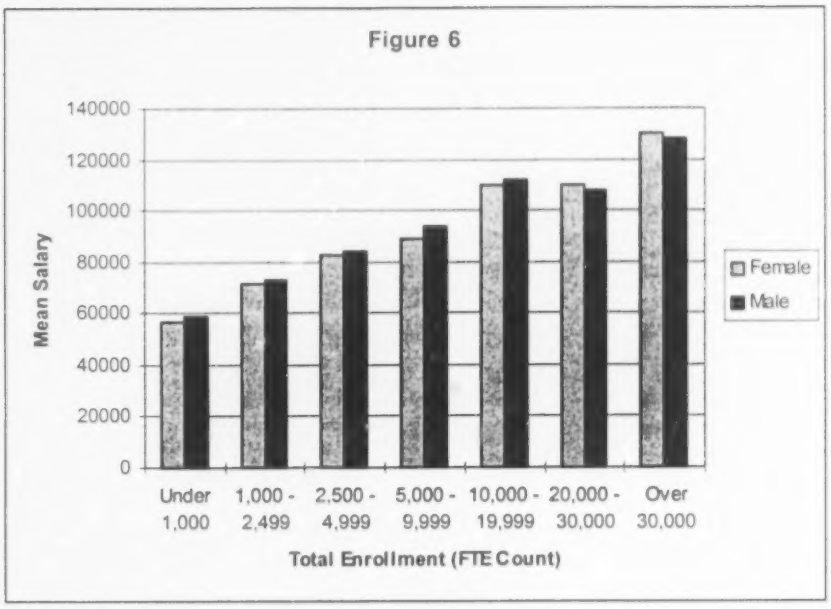
		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
NASPA Region	Region I	75155	10	91255	23	86062	33
	Region II	79262	26	89116	40	85184	68
	Region III	83930	31	91621	69	89267	100
	Region IV East	89472	27	83225	52	85387	79
	Region IV West	83188	19	82311	43	82574	62
	Region V	78464	11	80277	17	79083	29
	Region VI	88154	10	98706	7	92499	17
Total		81481	152	87005	271	84912	429



Comparisons of SSAO average salary by gender and institutional enrollment (FTE) are made on Table 6 and Figure 6. With the exception of the largest two enrollment sizes, male salaries tend to be higher than female salaries. The opposite is true for institutions with sizes of over 20,000, however there are only 5 female SSAO's at institutions of over 20,000. It is also true that as enrollment increases, the average salary increases, with the exception of the 20,000 - 30,000 enrollment range where the average salary is lower than for 10,000 - 19,999.

Table 6
Mean SSAO Salary by Gender and Institutional Enrollment (FTE).

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Total Enrollment - FTE Count	Under 1,000	56732	17	59090	13	57754	30
	1,000 - 2,499	71199	39	72499	57	71982	96
	2,500 - 4,999	82694	16	83912	41	83570	57
	5,000 - 9,999	89129	23	93895	35	92005	58
	10,000 - 19,999	109795	21	112072	39	111287	60
	20,000 - 30,000	109800	2	107635	15	107890	17
	Over 30,000	130014	3	128094	7	128734	10
Total		81481	152	87005	271	84912	429



The next comparison, on Table 7 and Figure 7, examines the relationship between gender and highest degree earned. Males with a Ph.D./Ed.D. have a higher average salary than females with the same degree, nevertheless the difference is not statistically significant. There is a significant difference for Master's degrees - males make an average of $11,045 more than females. Although females who selected the Other degree category have a higher average salary than the males, there are too few respondents in that category to make any generalizations.

Table 7
Mean SSAO Salary by Gender and Education.

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D.	87593	102	90845	196	89643	299
	M.A./M.S.	66863	47	77908	64	73367	112
	Other	97047	3	73892	9	80207	12
Total		81481	152	87005	271	84912	429

No respondents selected B.A./B.S. as highest degree earned.

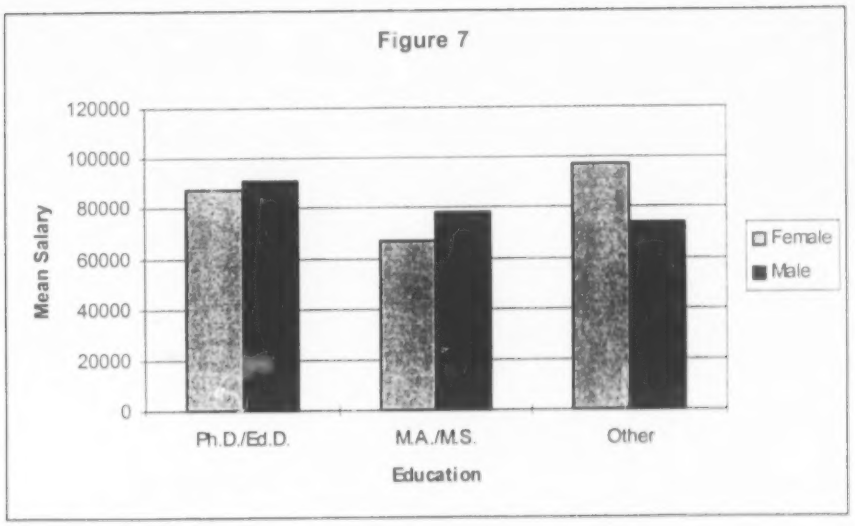
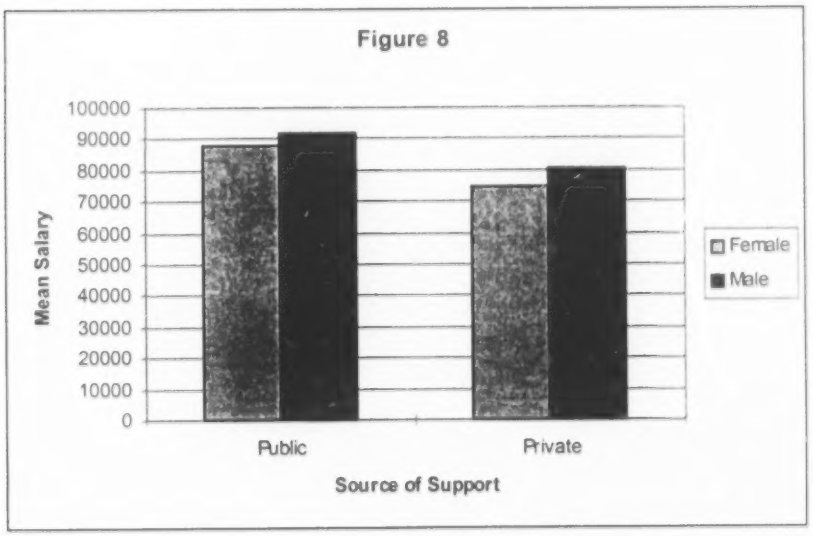


Table 8 and Figure 8 examine the average SSAO salary by gender and source of support for the institution. For both public and private schools, male average salaries are higher than female average salaries, but these results are not significantly different. Both men and women make significantly more at public than private institutions.

Table 8
Mean SSAO Salary by Gender and Source of Support.

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Source of Support	Public	87851	76	91758	156	90478	232
	Private	74937	75	80533	112	78212	190
Total		81481	152	87005	271	84912	429



The next table and figure examine SSAO salary by gender and ethnic background. Once again, due to the small number of respondents for some of the ethnic groups, there is not a significant difference in average salary due to gender differences within ethnic groups. In general, average male salaries tend to be higher than female average salaries, the exception being that the average for Asian females is higher, however there is only one Asian male to compare with, so this result is not conclusive.

Table 9
Mean SSAO Salary by Gender and Ethnic Background..

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Ethnic background	African American	81478	17	102689	20	92943	37
	Latino/Hispanic			92778	6	92778	6
	Asian	106897	4	52000	1	95918	5
	American Indian			85300	1	85300	1
	Caucasian	80710	130	85948	238	84046	369
	Other			68000	1	68000	1
Total		81481	152	87005	271	84912	429

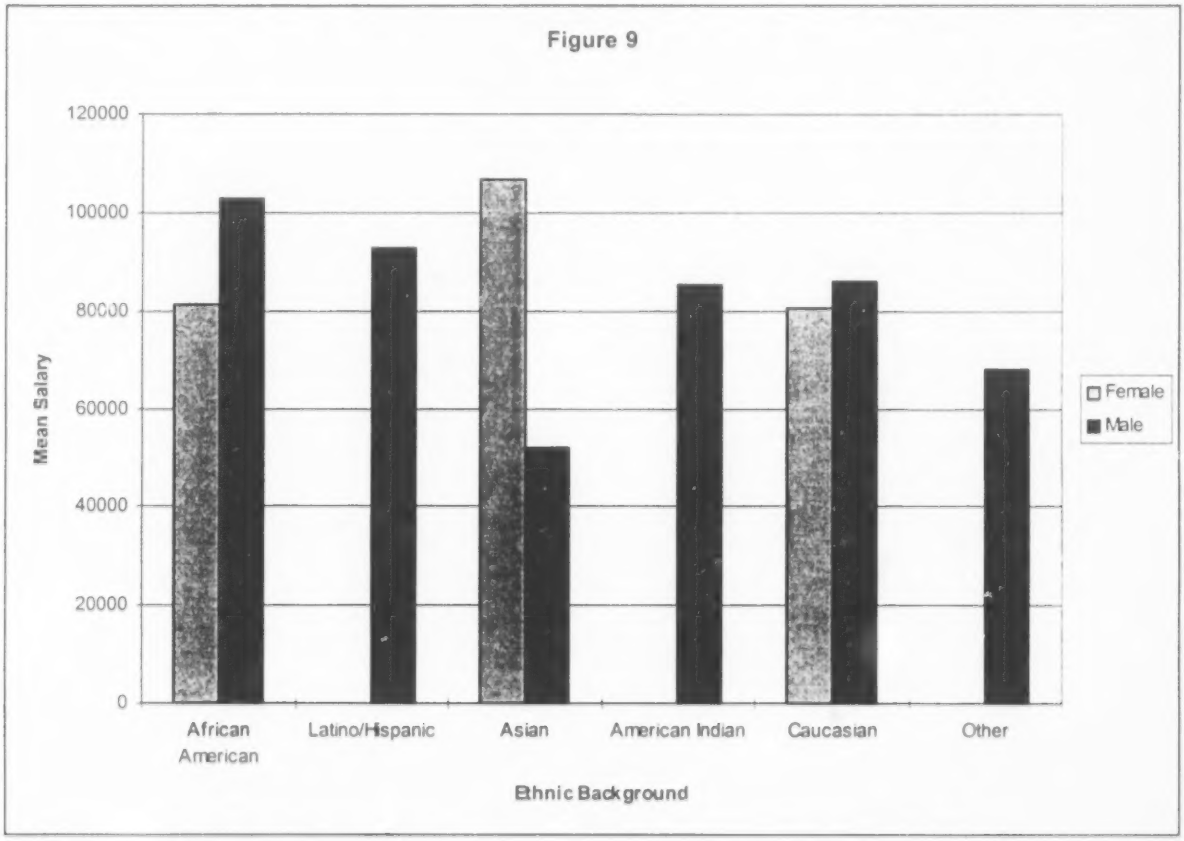
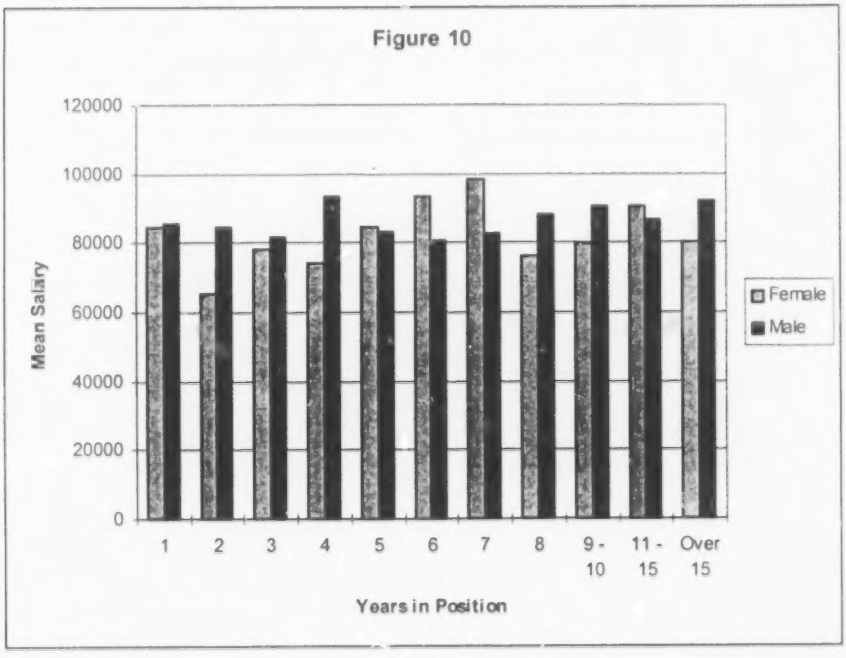


Table 10 and Figure 10 show what effect gender and number of years in the position have on SSAO average salary. Men who have held the SSAO position fewer than 5 years, between 8 and 10 years, or more than 15 years have higher average salaries than women. The only time the difference between men and women is significant is when they have held the position for 2 years. One would think that the longer the position is held, the higher the salary should be, however for this survey the average salaries fluctuate greatly from year to year.

Table 10
Mean SSAO Salary by Gender and Years in Position.

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Years in Position	1	84437	22	85802	31	84843	54
	2	65283	17	84530	18	75473	35
	3	78202	19	81806	26	80249	45
	4	74260	16	93207	21	84786	37
	5	84583	17	82946	14	83819	31
	6	93501	8	80617	16	84508	25
	7	98194	10	82697	10	90445	20
	8	76108	9	88003	13	83471	22
	9 - 10	79660	10	90413	34	87912	44
	11 - 15	90631	16	86450	36	87762	52
	Over 15	80006	6	92200	47	90820	53
Total		81481	152	87005	271	84912	429



The remaining tables breakdown average salaries even further. No statistical interpretation is provided due to the small sample sizes.

Table 11
Mean SSAO Salary by Gender, Education Level, and Source of Support.

			Gender				Total	
			Female		Male			
			Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D.	Public	92001	58	93438	127	92988	185
		Private	81748	44	85932	67	84090	112
	M.A./M.S.	Public	75539	16	84195	27	80974	43
		Private	62076	30	73713	36	68617	67
	Other	Public	68070	2	88837	2	78453	4
		Private	155000	1	68911	7	81209	8
Total			81481	152	87005	271	84912	429

No respondents selected B.A./B.S. as highest degree earned.

Table 12
Mean SSAO Salary by Gender, Education Level, and Region.

			Gender				Total	
			Female		Male			
			Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D.	Region I	79383	5	92000	16	88846	21
		Region II	85168	17	92245	25	89484	42
		Region III	90131	21	92769	58	92059	79
		Region IV East	94537	20	88219	37	90476	57
		Region IV West	88830	10	89148	28	89062	38
		Region V	84329	9	82651	13	82459	23
		Region VI	93943	8	98706	7	96166	15
	M.A./M.S.	Region I	70926	5	92667	3	79079	8
		Region II	68761	9	83299	14	77463	24
		Region III	70565	9	85672	11	79311	20
		Region IV East	61667	6	75953	13	71442	19
		Region IV West	76227	8	69881	13	72102	21
		Region V	55000	2	72560	4	66707	6
		Region VI	65000	2			65000	2
	Other	Region I			86121	4	86121	4
		Region III	60640	1			60646	1
		Region IV East	155000	1	49174	1	102087	2
		Region IV West	75500	1	70800	2	72367	3
Total			81481	152	87005	271	84912	429

No respondents selected B.A./B.S. as highest degree earned.

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Table 13
Mean SSAO Salary by Gender, Education Level, and Institutional Enrollment (FTE).

				Gender				Total	
				Female		Male			
				Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D.	Total Enrollment - FTE Count	Under 1,000	65740	6	65045	6	65392	12
			1,000 - 2,499	74390	22	74425	32	74411	54
			2,500 - 4,999	85764	11	81892	29	82956	40
			5,000 - 9,999	91385	19	92162	33	91878	52
			10,000 - 19,999	107415	20	112783	35	110859	55
			20,000 - 30,000	109800	2	106225	12	106736	14
			Over 30,000	147904	2	128712	6	134195	8
	M.A./M.S.	Total Enrollment - FTE Count	Under 1,000	51818	11	55580	5	52994	16
			1,000 - 2,499	67435	16	69687	23	68798	39
			2,500 - 4,999	76050	4	85954	9	82906	13
			5,000 - 9,999	78417	4	122500	2	93111	6
			10,000 - 19,999	.		106029	4	106029	4
			20,000 - 30,000	.		113275	3	113275	3
			Over 30,000	94235	1	125000	1	109618	2
	Other	Total Enrollment - FTE Count	Under 1,000	.		50000	2	50000	2
			1,000 - 2,499	60640	1	75000	2	70213	3
			2,500 - 4,999	75500	1	97321	3	91866	4
			10,000 - 19,999	155000	1	.		155000	1
Total				81481	152	87005	271	84912	429

No respondents selected B.A./B.S. as highest degree earned.

Table 14
Mean SSAO Salary by Gender, Education Level, and Ethnic Background.

			Gender				Total	
			Female		Male			
			Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D.	African American	86911	13	104488	18	97117	31
		Latino/Hispanic	.		96634	5	96634	5
		Asian	115863	3	52000	1	99897	4
		American Indian	.		85300	1	85300	1
		Caucasian	86688	86	89577	168	88500	255
		Other	.		68000	1	68000	1
	M.A./M.S.	African American	63820	4	86500	2	71380	6
		Latino/Hispanic	.		73500	1	73500	1
		Asian	80000	1	.		80000	1
		Caucasian	66578	41	77695	61	73316	102
	Other		97047	3	73892	9	80207	12
Total			81481	152	87005	271	84912	429

No respondents selected B.A./B.S. as highest degree earned.

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Table 15
Mean SSAO Salary by Gender, Education Level, and Years in Position.

				Gender				Total	
				Female		Male			
				Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D.	Years in Position	1	87589	18	88414	24	87503	43
			2	68458	7	89603	13	82926	20
			3	87708	12	85610	17	86478	29
			4	82150	11	95910	15	89856	26
			5	85269	10	86604	12	85997	22
			6	106501	5	87687	10	94407	15
			7	92830	8	85996	9	89212	17
			8	77216	5	91603	10	87493	15
			9 - 10	91124	6	94235	23	93591	29
			11 - 15	96930	13	92275	24	93956	37
			Over 15	82898	5	93193	37	91967	42
	M.A./M.S.	Years in Position	1	70250	4	75093	6	73156	10
			2	63378	10	71340	5	66032	15
			3	61907	7	67926	8	64916	15
			4	52250	4	102349	4	77300	8
			5	83439	7	61000	2	77829	9
			6	61000	3	67201	5	67240	9
			7	84299	1	53000	1	68650	2
			8	75000	4	76000	3	75429	7
			9 - 10	63072	3	80291	9	75986	12
			11 - 15	63333	3	80627	10	76636	13
			Over 15	65549	1	88529	10	86440	11
	Other	Years in Position	1			90000	1	90000	1
			3			114290	1	114290	1
			4	75500	1	56000	2	62500	3
			6			84073	1	84073	1
			7	155000	1			155000	1
			9 - 10	60640	1	93600	2	77120	3
			11 - 15			48587	2	48587	2
Total				81481	152	87005	271	84912	429

No respondents selected B.A./B.S. as highest degree earned.

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Table 16
Mean SSAO Salary by Years in Position and Ethnic Background.

		Ethnic background												Total	
		African American		Latino/Hispanic		Asian		American Indian		Caucasian		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Years in Position	1	67020	5	81000	2	.	.	.	.	87604	45	68000	1	84843	54
	2	105432	2	96900	1	.	.	.	.	72849	32	.	.	75473	35
	3	95576	5	122500	1	115000	1	.	.	76097	38	.	.	80249	45
	4	101600	5	101769	1	52000	1	.	.	82432	30	.	.	84786	37
	5	79000	2	.	.	.	.	.	.	84163	29	.	.	83819	31
	6	92283	5	.	.	.	.	.	.	82491	19	.	.	84508	25
	7	82334	2	.	.	116500	1	.	.	89867	17	.	.	90445	20
	8	.	.	.	.	80000	1	.	.	83645	21	.	.	83471	22
	9 - 10	92745	4	.	.	.	.	.	.	87416	40	.	.	87912	44
	11 - 15	107552	4	73500	1	116088	1	.	.	85764	45	.	.	87762	52
	Over 15	107261	3	.	.	.	.	85300	1	89926	49	.	.	90820	53
Total		92943	37	92778	6	95918	5	85300	1	84046	369	68000	1	84912	429

16

17

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